

GLM:tjj 02/11/02 5437-58514



1179-02

PATENT

RECEIVED
IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

MAR 05 2002

Art Unit: 2122

Application No. 09/922,197

Technology Center 2100

CERTIFICATE OF MAILING

Filed: August 2, 2001

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service on February 11, 2002 as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, WASHINGTON, D.C. 20231.

For: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS

Examiner:

Date: February 11, 2002



Attorney for Applicant

INFORMATION DISCLOSURE STATEMENT
PURSUANT TO 37 C.F.R. § 1.97(b)(3)

COMMISSIONER FOR PATENTS
WASHINGTON, DC 20231

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent.

Applicants filed this Information Disclosure Statement ("IDS") before the mailing date of a first Office action on the merits. As a result, no fee should be required to file this IDS. However, if the Patent Office determines that a fee is required for Applicants to file this Information Disclosure Statement, please charge any such fees, or credit overpayment, to Deposit Account No. 02-4550. A duplicate copy of this Information Disclosure Statement is enclosed.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

By



Gregory L. Maurer
Registration No. 43,781

One World Trade Center, Suite 1600
121 S.W. Salmon Street
Portland, Oregon 97204
Telephone: (503) 226-7391
Facsimile: (503) 228-9446

FEB 25 2002

PATENT & TRADEMARK OFFICE
RECEIVEDINFORMATION DISCLOSURE
STATEMENT

BY APPLICANT

MAR 05 2002

Technology Center 2100

August 2, 2001

Docket: 5437-58514

App: 09/922,197

Applicant: Scarborough et al.

Art Unit: 2122

U.S. PATENT DOCUMENTS

Init.*		Number	Date	Name	Class	Sub	Filed
		5,832,497	11/3/98	Taylor			
		5,164,897	11/17/92	Clark et al.			
		5,788,504	8/4/98	Rice et al.			
		5,117,353	5/26/92	Stipanovich et al.			
		5,978,768	11/2/99	McGovern et al.			

OTHER DOCUMENTS

			Garson, <i>Neural Networks An Introductory Guide for Social Scientists</i> , SAGE Publications, pp. 1-194, 1998.
			“NeuralWorks Professional II/PLUS,” http://www.neuralware.com/products_pro2.jsp , pp. 1-3, July 28, 2001.
			“Statistica Neural Networks,” http://www.statsoft.com/stat_nn.html , pp. 1-11, July 28, 2001.
			Scarborough, “Tutorial on the Use of Neural Network Models for Personal Selection,” <i>Decision Sciences Institute Southwest Region Theory and Applications Proceedings 27th Annual Conference</i> , pp. 151-153, March 6-9, 1996.
			Marshall et al., “Neural Network Modeling of Risk Assessment in Child Protective Services,” <i>Psychological Methods</i> , Vol. 5, No. 1, pp. 102-124, 2000.
			Aggarwal et al., “Selection of Surgical Residents: A Neural Network Approach,” <i>Cybernetics and Systems: An International Journal</i> , Vol. 31, pp. 417-430, 2000.
			Collins et al., “An Application of the Theory of Neural Computation to the Prediction of Workplace Behavior: An Illustration and Assessment of Network Analysis,” <i>Personnel Psychology</i> , Vol. 46, pp. 503-524, 1993.



**INFORMATION DISCLOSURE
STATEMENT
BY APPLICANT**

Docket: 5437-58514	App: 09/922,197
Applicant: Scarborough et al.	
Filed: August 2, 2001 Art Unit: 2122	

RECEIVED
Technology Center 2100
MAR 05 2002

		Mitchell, "How to Reduce the High Cost of Turnover," <i>Lawson Software</i> , pp. 1-11, July 12, 2001, or before.
		Page et al., "Panel: Strategic Directions in Simulation Research," <i>Proceedings of the 1999 Winter Simulation Conference</i> , pp. 1509-1520, 1999.
		Mengel et al., "Using a Neural Network to Predict Student Responses," <i>ACM</i> , pp. 669-676, 1992.
		Pentland et al., "Modeling and Prediction of Human Behavior," <i>M.I.T. Media Lab Perceptual Computing Technical Report</i> , No. 433, pp. 1-7, 1999.
		Langley et al., "Applications of Machine Learning and Rule Induction," <i>Communications of the ACM</i> , Vol. 38, No. 11, pp. 55-64, November 1995.
		"XpertRule® Miner, The Complete Data Mining Solution," http://www.attar.com/pages/info_xm.htm , pp. 1-5, March 23, 2001.
		"The Wide Scale Deployment of Active Data Mining Solutions," http://www.attar.com/tutor/deploy.htm , pp. 1-7, March 23, 2001.
		"A Hybrid GA-Heuristic Search Strategy," http://www.attar.com/pages/dev_gap.htm , pp. 1-6, March 23, 2001.
		Doyle et al., "Strategic Directions in Artificial Intelligence," <i>ACM Computing Surveys</i> , Vol. 28, No. 4, pp. 653-670, December 1996.
		Callaghan, "Personalization on the Fly- SaffronOne, FrontMind Tap Advanced Technologies to Predict User Behavior, Make Recommendations," <i>eWeek</i> , p. 52, October 23, 2000.
		Hensher et al., "A Comparison of the Predictive Potential of Artificial Neural Networks and Nested Logit Models for Commuter Mode Choice," <i>Transportation Research Part E: Logistic and Transportation Review</i> , Vol. 36, No. 3, pp. 155-172 (abstract only), September 2000.



Docket: 5437-58514 App: 09/922,197

Applicant: Scarborough et al.

Filed: August 2, 2001 Art Unit: 2122

RECEIVED

**INFORMATION DISCLOSURE
STATEMENT
BY APPLICANT**

Kahney, "KnowledgeMiner 2 Digs Out More Info," *MacWEEK*, Vol. 11, No. 40, pp. 23-24, October 20, 1997.

Technology Center 2100

Rosen, "Mining Database Treasures," *Computing Canada*, Vol. 22, No. 20, pp. 42-43, September 26, 1996.

McLeod et al., "Predicting Credit Risk: A Neural Network Approach," *Journal of Retail Banking*, Vol. 15, No. 3, pp. 37-40, Fall 1993.

"SaffronOne's Unique Product Features,"
<http://www.saffrontech.com/pages/products/features.html>, pp. 1-2, March 22, 2001.

Herschel et al., "CKOS and Knowledge Management: Exploring Opportunities for Using Information Exchange Protocols," *ACM*, pp. 42-50, 1999.

Hapgood, "Embedded Logic,"
http://www2.cio.com/archive/050100_revisit_content.html, pp. 1-3, March 23, 2001.

Brachman et al., "Mining Business Databases," *Communications of the ACM*, Vol. 39, No. 11, pp. 42-48, November 1996.

Jordan et al., "Neural Networks," *The Computer Science and Engineering Handbook*, Tucker (ed.), pp. 536-556, 1996.

Scarborough, "An Evaluation of Backpropagation Neural Network Modeling as an Alternative Methodology for Criterion Validation of Employee Selection Testing," Doctoral Dissertation (*UMI Dissertation Services*), University of Texas, 1995.

EXAMINER:

DATE

*Examiner: Initial if considered, whether or not in conformance with MPEP 609; draw line through cite if not in conformance and not considered. Send copy.